

LIBRARIANS' ADVOCATE

Number 8

October 1978

UNIVERSITY FEDERATION OF LIBRARIANS
UNIVERSITY COUNCIL American Federation of Teachers AFL-CIO

Collective Bargaining: A New Era

Governor Brown recently signed into law AB 1091 (Berman), thereby extending certain collective bargaining rights to UC and CSUC employees. Thus, the struggle begun in 1963 by AFT librarians and faculty, along with other unions, has concluded by winning for librarians and most UC employees the right to bargain collectively over "wages, hours and other terms and conditions of employment." The new law is specifically intended to "permit the fullest participation by employees in the determination of conditions of employment which affect them."

The collective bargaining law becomes operative on July 1, 1979, and will be administered by the Public Employment Relations Board (PERB). Because the PERB must make determinations on the composition of bargaining units and must conduct elections for the exclusive bargaining agent for various units (such as librarians), actual negotiations on a contract (or memorandum of understanding) may not occur for 1-1/2 to 2 years. It requires the support of at least 30% of the eligible members of the proposed bargaining unit for the Board to conduct a representation election.

AB 1091 also provides that:

---librarians, unlike members of the Academic Senate, may bargain over criteria for appointment, promotion, evaluation, career status and grievance procedures.

---the initial proposals of both the employer (Regents) and the employee bargaining agent must be presented at a public meeting.

---a representative of the Governor, the Speaker of the Assembly and of the Senate Rules Committee may attend bargaining meetings to advise on matters which would require an appropriation or legislative action.

---mediation and fact finding may be used if bargaining reaches an impasse.

---employees are not required to join or pay a fee to the bargaining agent.

Continued on p.2

LIBRARIANS DENOUNCE PAY FREEZE

On June 30, 1978, following the passage of Proposition 13, amid discussions of cutbacks, the AFSCME and AFT locals on the Berkeley campus held an open meeting to bring our views to the attention of University and State officials. The meeting was addressed by representatives of the Alameda County Central Labor Council, Lt. Governor Dymally's office, and local Assemblyman Tom Bates' office as well by representatives of several campus locals.

University Federation of Librarians President Bill Whitson's remarks included an articulation of his local's position on

Continued on p.2

INSIDE THIS ISSUE. . .

****Librarians' Salary Inequity**

****Search for a University Librarian**

****South Africa Conference**

****Union News**

COLLECTIVE BARGAINING...

Continued from p.1

This brief list only highlights the contents of AB 1091 and the process of collective bargaining as it will affect UC librarians. It appears that it is necessary for librarians and other academic employees in the UC system to vote on a statewide basis (unlike the faculty, which can vote for a limited scope of representation on a campus by campus basis, or vote statewide).

There are several questions that UC librarians will have to face in the coming months:

1. Do we want to shift from a paternalistic mode of governance where administration makes all the important decisions, often unilaterally, to a more collegial mode in which we negotiate about key issues that affect our role and welfare as employees?

2. If we decide to engage in collective bargaining, what are our priorities? What is most important and affects most of us? What is less important?

3. What organization do we want to represent us in bargaining with library and university administrations?

4. If we choose to bargain, what new division of labor might be worked out between LAUC and the bargaining organization? For instance, LAUC might continue to represent librarians' concerns about professional matters, such as the future of the catalogs or the Library Plan, while the bargaining organization might take up grievances and economic or welfare matters.

5. Will the University administration attempt to restrict our ability to select whom we want to represent us on employee welfare matters by threatening to rule out, or substantially diminish, a separate professional role for LAUC? Vice-President Kleingartner has already suggested to the retiring statewide LAUC president that "we can't have it both ways" (letter of K. Mawdsley to campus LAUC presidents and statewide officers of August 31, 1978). Must this be so?

There is time to discuss all these questions plus others which you may wish to pose, before any decisions are made. It will be important to bring out all the major issues publicly because of the unique opportunity we will have to improve many aspects of our working lives. Such discussion should not overlook the record of actions taken by the University in its dealings with librarians.

PAY FREEZE...

Continued from p.1

the denial of cost-of-living increases to state employees. Following is an excerpt from his statement:

"There's an article in this morning's San Francisco Chronicle about the demonstration of state employees organized by CSEA in Sacramento yesterday. Governor Brown was jeered for his attempt to freeze our cost-of-living increases. He was apparently surprised at the hostility of the crowd and accused state employees of being insensitive to the plight of other workers that might be laid off because of Proposition 13 cutbacks.

"We want to assure Governor Brown and other state leaders that we are not insensitive to the needs of those fellow workers. We do not welcome layoffs or cutbacks in services and programs. We did not vote for Proposition 13. Nor were we in positions of political leadership over the last four years, where we might have brought about tax reforms that would have forestalled the 'taxpayer revolt.'

"We do, however, think it is wrong for the state to cut our salaries because of Proposition 13. Why? Are we just another case of 'me first?' No. There are several important principles involved.

"First of all, the Governor and state legislators still talk as if they live in the pre-inflationary world. They talk of a 5% 'increase' or 'no increase' or a compromise '2-3% increase.' Well, it's time for them to face up to the fact that in the last year alone, the cost of living has gone up 8% -- so we need an 8% increase just to stay even. They are not really talking about 'increases' or a 'pay freeze'

Continued on p.8

CPEC REPORT: The last word on librarians' salaries?

In May 1978, the California Postsecondary Education Commission (CPEC) adopted the report, Librarians' Compensation at the University of California and the California State University and Colleges: the Search for Equity, which it described as the first comprehensive study of librarians' salaries in California. The report was written at the request of the California Legislature. Faced with demands for a 5% equity adjustment for CSUC librarians in 1977, the Senate and Assembly fiscal committees asked CPEC to study librarians' salaries and to report its findings before the next fiscal year. The Legislature's charge to the Commission requested a prevailing wage analysis of librarians' salaries rather than a comparative worth analysis on which the inequity requests had been based. The CPEC report perpetuates the use of a discriminatory method to evaluate librarians' salaries; yet its conclusions will be used as a basis for setting them at UC and CSUC for the next three to five years.

What are librarians' objections to the CPEC report? First, while claiming to be the first comprehensive study of librarians' salaries in California, this report disregards pertinent studies prepared by the Association of College and Research Libraries, the Council on Library Resources, UC Berkeley's Library Affirmative Action Program Committee, LAUC, and the University of California Administration's Special Committee to Study Librarians' Salaries (See bibliography).

Second, the report provides a simplistic and outdated view of librarianship.

Third, the report uses only the prevailing wage approach to study librarians' salaries, rejecting any other considerations as inappropriate. This is the heart of the controversy. The prevailing wage method of setting salaries has been documented as discriminatory when used to

Continued on p.4

SOUTH AFRICA: UNIONS LEAD PROTEST

Representing AFT 1795 (UC Berkeley and S.F. librarians), I attended the Trade Union Conference on Southern Africa held June 10, 1978 at the International Longshore Workers Union Ship Clerks' Local 34 Headquarters in San Francisco. The turnout was larger than expected: 200 delegates from 64 local unions representing office workers, retail clerks, dockers, warehouse workers, machinists, teamsters, newspaper and print workers, teachers, and government workers.

The all-day conference was initiated by the ILWU Local 6 and Local 10 Southern Africa Support Committees, with a wide variety of local union sponsorship. I was struck by the unity of sentiment in support of the Southern African liberation movements. The Conference pledged to work to end U.S. assistance to the apartheid regime in South Africa.

"We will not be able to bring down apartheid today," ILWU Secretary-treasurer Curtis McClain told the delegates, "but we have a right to demand that our money -- taxes and pension funds -- not be used in South Africa; and we can take action to prevent U.S. intervention in South Africa."

John Gaetsewe, General Secretary of the outlawed Southern African Congress of Trade Unions (SACTU) was the keynote speaker at the conference. He called for support of the United Nations decision designating June 1978 to June 1979 as a year of action against apartheid, and asked us to urge our government to back this campaign. He explained that black and colored people in South Africa are foreigners in their own country, having practically no rights and no power, subjected to laws made by the white minority.

As a new union member I was truly impressed by the support offered to Gaetsewe as representative of SACTU and the majority population of South Africa.

Continued on p.5



CPEC REPORT....
Continued from p.3

analyze salaries in predominantly female professions. In 1974, the California Commission on the Status of Women defined what it called the "sexually depressed wage theory:"

Equal pay concerns not only discrimination where women and men in similar jobs receive different pay, but also the more subtle kind of discrimination where a wage rate is discriminatorily depressed because only women or minorities traditionally have been employed in a job classification. The fact that women predominate in a job classification tends to depress the wage scale for that category. The use of the prevailing wage system approach to the setting of salaries perpetuates the effects of the sexually depressed wage.

The Commission concluded that "... it would be discriminatory to use this standard for wage rate setting when an alternative approach, the task factor job analysis, would not have an adverse impact."

Fourth, the report rejects comparison with salaries of California community college librarians on the basis that their work is substantially different from UC and CSUC librarians, even though they are highly relevant for prevailing wage or comparative worth analyses of librarians' salaries. In 1972, the UC Special Committee to Study Librarian Salaries observed that "sexual bias has been eliminated in these institutions by the fact that librarians enjoy the same salary scale in relation to education and experience as do the predominately male faculty." For this reason, the Committee considers it important to include community college salaries in any computation to establish the inequity increase needed for University of California librarians' salaries.

Fifth, the report fails to note actions taken by the UC administration and the California Legislature since 1972 to

rectify UC librarian inequities due to sex discrimination. In fact, UC librarians have obtained an 8% inequity increase in pay since 1972. Thus in studies comparing their salaries with those of other institutions which have not obtained inequity increases, UC librarians appear to have high salaries. Yet UC librarian salaries are still about 16% below those of comparable professions which are predominantly male, as documented by UC's Special Committee to Study Librarian Salaries. By omitting these details and concluding that no salary adjustments for librarians are necessary at this time, CPEC in fact perpetuates sex discrimination against librarians' salaries at UC and CSUC.

There has been opposition to the report. CSUC librarians passed a resolution rejecting the CPEC report, and CSUC trustees testified before the Legislature on behalf of an inequity pay increase for CSUC librarians. IAUUC passed a resolution in June 1978, urging the UC administration not to use the report as a basis for setting librarians' salaries. Mary Blackburn, representing the University Council-AFT, presented testimony against the report at a Legislative hearing.

The California Commission on the Status of Women wrote to John Vasconcellos, chair of the Assembly Ways and Means Committee, questioning the methodology used in the study since "it avoids a relative comparison of skills, efforts and responsibilities. The methodology used in the study only serves to uphold the pattern of underpaying librarians who constitute an economically depressed, female-dominated profession." Instead the Commission recommended the Legislature consider a method of study for salary setting based upon the comparisons with the salaries of other occupations requiring equivalent levels of skill, effort, and responsibility.

In June, the ALA adopted a resolution supporting the concept of comparable wages for comparable work, and supporting all legal and legislative efforts to achieve commensurate wages for library workers. On August 11, 1978, two librarians from San Jose State University

SOUTH AFRICA ...

Continued from p.3

Conference delegates unanimously adopted the following plan of action:

- Build local union Southern African Support Committees
 - Withdraw pension funds invested in corporations doing business with South Africa
 - Support nationwide action to withdraw funds from banks that invest in South Africa
 - Develop an anti-apartheid program with the Black community and with others
 - Demand that no troops be sent to Africa
 - Stop any interference against the African peoples' liberation struggles
- In addition, a continuations committee was established, with two representatives from all trade union locals in the Bay Area. The immediate task of the committee is to provide information to our unions and others not represented regarding both Africa and the issue of divestment.

The Publicity/Outreach/Education Subcommittee, on which I serve, has decided to gather articles, pamphlets, lists of films and speakers, and slide-tape presentations. We plan to make these available to unions and community groups. We may also publish a labor newsletter on Southern Africa and a directory of union and community groups involved in working against apartheid. I volunteered to hold the library and be librarian for the material, and have already begun to acquire leaflets and pamphlets. (Any materials that readers would like to submit to the South Africa information file are certainly welcome. Send them to me at the address given at the end of this article)

As UC employees, our pension funds are not invested by our union, but by the University. Unlike most unions participating in the conference, who control their own union pension funds, we must persuade our employer to divest our pension money. The University Federation of Librarians, AFT Local 1795, has written a letter to the UC Regents expressing our demand for divestment. This letter, and the Resolutions and Program of Action of the Trade

Search for a Head Librarian

The University Federation of Librarians recently sent a letter to the LAUC Berkeley division, expressing some concerns about which the union would like to get the opinion of the candidates for University Librarian at Berkeley.

The union is interested in the candidates' stands on (and experience with) such matters as: tenure for the University Librarian (through a joint appointment in an academic department); tenure for career librarians; cutbacks in budget vs. positions in the Library; inequity between librarians' salaries and those in male-typed occupations; centralization at the University-wide level vs. local (campus) authority; collective bargaining and library unionization; merit system and peer review; staff participation in decision-making; and sabbaticals.

"The candidate should be strong enough to withstand cut proposals," the letter stated. "Because of attacks on the Library in general, we need a tough person to fight for the survival of the Library." The letter also requested information about the Search Committee, and asked that final candidates go through the same kind of two-day interview with Library staff that AUL candidates undergo.



Union Conference on Southern Africa are available upon request to me, Jane Scantlebury, % University Council-AFT, 2527 Dwight Way, Berkeley, 94704.

Jane Scantlebury
Berkeley

CPEC REPORT...

Continued from p.4

filed a complaint against CSUC with the California Fair Employment Practices Commission, based on the comparative worth analysis which the CSUC trustees had made in asking for the 5% inequity increase for their librarians in 1977 and 1978.

WHAT CAN BE DONE TO FIGHT THE C.P.E.C. REPORT?

* Write to John Vasconcellos expressing your opposition to the use of the CPEC report to set librarians' salaries.

* Urge statewide LAUC officers to meet with UC administrators to express UC librarians' rejection of the CPEC report as a basis for setting UC librarians' salaries.

* Attend the CLA program "Sex and Salary Update" from 3-5:30 on Saturday, December 2, in San Diego, to learn more about equal pay for comparable work.

* Finally, read from the following bibliography. Become informed about and support actions to end sex discrimination in library salaries.

A SELECTED BIBLIOGRAPHY

1969

Schiller, Anita. Characteristics of Professional Personnel in College and University Libraries. Springfield, Ill.: Illinois State Library. Research series, no.16. 1969. (ERIC ED 020 766)

1970

Heim, Peggy and Cameron, Donald F. The Economics of Librarianship in College and University Libraries, 1969-70: A Sample Survey of Compensations. Washington, D.C.: Council on Library Resources, July 1970.

1971

California. University. Library Affirmative Action Program for Women Committee. A Report on the Status of Women Employed in the Library of the University of California, Berkeley, with Recommendations for Affirmative Action. Berkeley: The Library, 1971. (ERIC ED 066 163)

1972

California. University. Special Committee to Study Librarian Salaries. Report No.1. Oct. 31, 1972. Chair: Johanna M. Tallman.

Cameron, Donald F. and Peggy Heim. How Well Are They Paid? Compensation Structures of Professional Librarians in College and University Libraries, 1970-71: the Second Survey. Washington, D.C.: Council on Library Resources, February 1972.

1973

California. University. Special Committee to Study Librarian Salaries. Report No.2. Oct. 1, 1973. Chair: William F. McCoy.

1974

California. University. Special Committee to Study Librarian Salaries. Report No.3. Oct. 3, 1974. Chair: William F. McCoy.

Cameron, Donald F. and Peggy Heim. Librarians in Higher Education: Their Compensation Structures for the Academic Year 1972-73: a Third Survey for the Council on Library Resources, Inc. Washington, D.C.: The Council, April 1974.

1976

Talbot, Richard J. and Ann von der Lippe. Salary Structures of Librarians in Higher Education for the Academic Year 1975-76. Chicago: Assn. of College and Research Libraries, 1976.

1978

Galloway, Sue and Alyce Archuleta. "Sex and Salary: Equal Pay for Comparable Work," American Libraries, 9:281-285 (May 1978).

Sue Galloway
San Diego
Mary Blackburn
Berkeley

11-11-78

NEWS ITEMS

LIBRARIANS ASSUME LEADERSHIP ROLE IN UNIVERSITY COUNCIL

UNIVERSITY COUNCIL FORMS LIBRARIANS' DIVISION

Three librarians were elected to office in the University Council-AFT at its June 10th meeting. They are Phil Hoehn (Bancroft Library, Berkeley) as President, Laura Nanna (Acquisitions Dept., Santa Barbara) as Secretary, and Charles Shain (Environmental Design Library, Berkeley) as Treasurer.

This marks the first time librarians have held a majority of the offices in the statewide Council, and the first time the organization has had a librarian as President. The problems of non-Senate academics, particularly librarians, will be a top priority of the Council this year.

Also elected to office were Gloria Busman (Institute of Industrial Relations, Los Angeles) as Southern Vice President, and Patricia St. Lawrence (Genetics Dept., Berkeley) as Northern Vice President.

At its September 23rd meeting in Los Angeles, the University Council authorized the establishment of a librarians' division, to be known as the University Federation of Librarians. The UFL will have a chapter on each campus, as well as statewide officers and an executive committee. The Council's action formally recognizes the fact that librarians have throughout the years frequently met separately from other Council members to discuss their own distinct issues. The UFL will provide a more structured organization for librarians to develop and pursue their own goals, and will assist local campus librarian chapters to have an identity separate and distinct from faculty-dominated locals.

Other Council action relating to librarians called for an early statewide UFL meeting at UCLA. The meeting will discuss collective bargaining and its implications for librarians, the role of the UFL and LAUC, the development of salary and other issues for upcoming negotiations with the University administration, and the election of statewide officers and committees.

BERKELEY LIBRARIANS' LOCAL ELECTS 1978/79 OFFICERS

President -- Bill Whitson
Vice President -- Anne Lipow
Secretary-Treasurer -- Jane Scantlebury
Executive Committee
Mary Blackburn
Marilyn Lewis
Ken Logan
Roy Ortopan
Betty Todd
Central Labor Council Representatives
Laurel Burley
Charles Shain

✂ ✂ ✂

LIBRARIAN HEADS AAUP

Librarians seem to be moving into more and more positions of general leadership. Martha Freeman, Philosophy Librarian at the University of Illinois, Champaign-Urbana, was elected President of the American Association of University Professors.

PAY FREEZE...

Continued from p.2

at all! They're talking about a 7-8% pay cut, as opposed to a 3% cut or maybe a compromise cut of 5-6%!

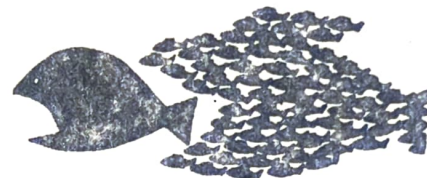
"Another point is that our cost-of-living increases have lagged behind actual increases in the cost of living consistently over the last decade, so that this year's cut follows a whole series of cuts! The discrepancy in any one year may look small, but the reduction in real income is cumulative and over a period of years has become substantial. Indeed, the embarrassingly large state 'surplus' is certainly due in part to the fact that our salaries have not kept up with inflation, while the state's income from taxes has kept up. Part of that surplus is our lost wages! Why has no one in Sacramento admitted this?

"A third point is that these continual cuts in our salaries are not really necessary. The state could simply provide us with a straight cost-of-living increase every year, equal to the actual increase in the cost of living. Inflation doesn't mean that our society as a whole is poorer. What it does do is redistribute income. If some people come out with less, others are coming out with more. Why should we always be the ones coming out with less?

"A final point is that, if state taxpayers don't want to pay for a certain level of services then they shouldn't get it. There are no 'free rides.' Government cannot simply turn around and say, 'Well, if the taxpayers don't want to pay for it, we'll ask state employees to pay for it, out of their own pockets.' We are just as noble and altruistic as anyone else in this society -- probably more so, on average. And many of us do believe in the value of what we're doing. But in this context, we are employees hired to do a job, and the state has just as much responsibility as any other employer to pay us a fair wage."



**Help turn things
around now!**



JOIN THE LIBRARIANS' UNION!!!

Clip and mail the form below to:
UNIVERSITY COUNCIL-AFT, 2527 Dwight
Way, Berkeley, CA 94704

Send me an application form so I can help
turn things around!

Name _____

Address _____

_____ zip _____

Contributors this issue:

Mary Blackburn, Editor
Sue Galloway
Phil Hoehn
Rudy Lednicky
Marilyn Lewis
Anne Lipow
Jane Scantlebury
Charlie Shain
Clara Stern
Bill Whitson

